

**LETTER OF AGREEMENT**  
between the  
**STATE OF ALASKA**  
and the  
**ALASKA PUBLIC EMPLOYEES ASSOCIATION**  
representing the  
**CONFIDENTIAL UNIT**

**LOA 12-KK-012**

It is agreed between the parties that the following terms and conditions of employment apply to all members of the Confidential Employees Association (CEA). No provision of the July 1, 2010 through June 30, 2013, master agreement not specifically referenced herein is modified by this agreement.

**Article 8.08**

1. Effective upon the implementation of the State's new time and attendance system, paragraph six of Article 8.08 shall be amended to read:

Requests for withdrawals from the Bank shall be made only by the President of CEA or such other person as designated by the Union. Requests for absences from work for Business Leave shall be approved through the employer's time and attendance system. Such approval shall not be unreasonably denied. Once the absence from work is approved by the Employer, a report will be generated and electronically sent to the Union for approval of the business leave. The Union will respond electronically with all approvals, changes and denials prior to the processing of the current pay period in which the leave was used, whenever possible. If the Union denies the leave, or approval is not received prior to payroll processing, the absence will be charged to Personal Leave. If approval is received after payroll processes, a retroactive adjustment will be completed.

2. Effective upon the implementation of the State's new time and attendance system, paragraph 7 of Article 8.08 shall be amended to read:

Withdrawal from the Bank shall be made only when leave has been approved on the same basis as any personal leave request.

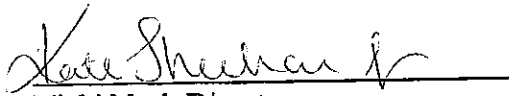
**Article 7.06(F) and LOA 11-KK-091**

Article 7.06(F) shall be amended to read:

By mutual agreement between the supervisor and the employee, an overtime ineligible bargaining unit member may elect to work on any holiday listed in A. above and the bargaining unit member's personal leave account shall be credited with one day (7.5 hours) of personal leave. Additionally, overtime eligible bargaining unit members may elect to treat any holiday listed in A. as a floating holiday and the bargaining unit member's personal leave account shall be credited with one day (7.5 hours) of personal leave.

Unless stated otherwise, this agreement is effective upon signing.

**FOR THE STATE OF ALASKA:**



Nicki Neal, Director  
Division of Personnel and Labor Relations  
Department of Administration

8/15/11  
Date

**FOR APEA/AFT (AFL-CIO):**



Pete Ford  
SE Regional Manager

12/1/11  
Date